

VINCENT A. PEPPER  
ROBERT F. CORAZZINI  
PETER GUTMANN  
JOHN F. GARZIGLIA  
NEAL J. FRIEDMAN  
ELLEN S. MANDELL  
HOWARD J. BARR  
MICHAEL J. LEHMKUHL \*  
SUZANNE C. SPINK \*  
RONALD G. LONDON \*  
\* NOT ADMITTED IN D.C.

DOCKET FILE COPY ORIGINAL  
PEPPER & CORAZZINI  
L. L. P.  
ATTORNEYS AT LAW  
776 K STREET, NORTHWEST, SUITE 200  
WASHINGTON, D. C. 20006  
(202) 296-0600

GREGG P. SKALL  
E. THEODORE MALLYCK  
OF COUNSEL  
FREDERICK W. FORD  
1909-1985

TELECOPIER (202) 296-5572  
INTERNET PEPOR@COMMLAW.COM  
WEB SITE HTTP://WWW.COMMLAW.COM

July 11, 1996

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FEDERAL COMMUNICATIONS COMMISSION  
OFFICE OF SECRETARY

Mr. William F. Caton  
Acting Secretary  
Federal Communications Commission  
Washington, D.C. 20554

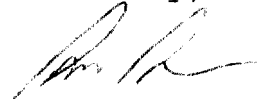
**Re: In the Matter of Streamlining Broadcast  
EEO Rules and Policies, Vacating the  
EEO Forfeiture Policy Statement and  
Amending Section 1.08 of the Commission's  
Rules to Include EEO Forfeiture Guidelines,  
MM Docket No. 96-16**

Dear Mr. Caton:

On behalf of the California Broadcasters Association, Minnesota Broadcasters Association, Missouri Broadcasters Association and North Dakota Broadcasters Association enclosed please find an original and four copies of the above-referenced Associations' Comments in the above-referenced proceeding.

If there are any questions regarding this matter, please do not hesitate to contact this office directly.

Sincerely,



Ronald G. London

Enclosure

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Before the  
**FEDERAL COMMUNICATIONS COMMISSION**  
Washington, D.C. 20554

**RECEIVED**

**JUL 11 1996**

**FEDERAL COMMUNICATIONS COMMISSION  
OFFICE OF SECRETARY**

In the Matter of )  
 )  
Streamlining Broadcast EEO Rules and )  
Policies, Vacating the EEO Forfeiture )  
Policy Statement and Amending Section )  
Section 1.80 of the Commission's Rules )  
to Include EEO Forfeiture Guidelines )

MM Docket No. 96-16

**DOCKET FILE COPY ORIGINAL**

TO: The Commission

**COMMENTS OF THE CALIFORNIA BROADCASTERS ASSOCIATION**  
**COMMENTS OF THE MINNESOTA BROADCASTERS ASSOCIATION**  
**COMMENTS OF THE MISSOURI BROADCASTERS ASSOCIATION**  
**COMMENTS OF THE NORTH DAKOTA BROADCASTERS ASSOCIATION**

The California Broadcasters Association,<sup>1</sup> the Minnesota Broadcasters Association,<sup>2</sup> the Missouri Broadcasters Association,<sup>3</sup> and the North Dakota Broadcasters Association<sup>4</sup> (the "Associations"), by their attorneys, pursuant to Order and Notice of Proposed Rule Making, FCC 96-16, February 16, 1996 ("EEO NPRM"), hereby submit comments in this proceeding.

**I. INTRODUCTION**

Broadcasters take their Equal Employment Opportunity ("EEO") responsibilities very seriously and, overall, want to hire minorities. For broadcasters to rigorously pursue the objective they share with the Commission to increase the presence of minorities in the broadcast

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1. The California Broadcasters Association is an association having as its members substantially all of the radio and television stations licensed to communities located in California.

2. The Minnesota Broadcasters Association is an association having as its members substantially all of the radio and television stations licensed to communities located in Minnesota.

3. The Missouri Broadcasters Association is an association having as its members substantially all of the radio and television stations licensed to communities located in Missouri.

4. The North Dakota Broadcasters Association is an association having as its members substantially all of the radio and television stations licensed to communities located in North Dakota.

industry, the EEO responsibilities that the Commission assigns to broadcasters must both logically advance those shared objectives and not require broadcasters to squander resources on unproductive exercises. After achieving considerable experience with designing and implementing EEO programs, and experiencing the triumphs and frustrations under the current Commission policies, broadcasters are in a position to offer suggestions based on real-world experience that will serve the objective of including more minorities in the broadcast labor force. The Associations thus offer several suggestions for adapting the Commission's policies to the real-world variables faced by broadcasters in implementing EEO recruitment programs.

## **II. QUALIFIED v. UNQUALIFIED MINORITY EMPLOYMENT CANDIDATES**

A key problem faced by all broadcasters arises from the Commission's failure to make any allowance for the presence of minorities in the labor force who may not be qualified for positions within the broadcast industry, particularly "upper four" level positions.<sup>5</sup> In defining the labor force, the Commission currently examines the entire population of a given Metropolitan Statistical Area ("MSA") and determines what percentage of each type of minority resides therein. EEO NPRM at 7 n.19 And yet, the Commission requires that broadcasters satisfy their EEO responsibilities by recruiting qualified applicants, particularly for the "upper four" level positions. Where there is a significant discrepancy between the incidence of minorities in the labor force and the percentage thereof that are actually qualified for broadcasting positions,

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5. "Upper four" level positions are those specified in Sections a-d of Instruction 7 to FCC Form 395-B as "officials and managers," "professionals," "technicians," and "sales."

particularly "upper four" level positions,<sup>6</sup> however, broadcasters often find themselves unable to fulfill the Commission's definition of their EEO responsibilities.<sup>7</sup>

The EEO policies ultimately adopted by the Commission in this proceeding should reflect the real-world distinction between total minorities in the labor force and total qualified minorities within that group. The Commission in the past has resisted making such an accommodation. In San Luis Obispo Limited Partnership, the Commission deemed a "licensee's arguments regarding the limiting factors of education, language and agricultural background, as impediments to its recruiting efforts, without merit." 8 FCC Rcd 894, 904 n.23 (1994). The Commission went on to opine:

These factors and their effect upon minority employment are similar to those articulated in Wards Cove Packing Co. v. Antonio, 109 S.Ct. 2120 (1989). Therein, the court ruled that "such factors (i.e., comparison between the racial composition of the qualified persons in the labor market and the persons holding at-issue jobs) must be considered in statistical evaluations of station employment." The Commission has reviewed the applicability of Title VII to our EEO responsibilities before and found that our oversight in this area goes beyond the factors in Title VII that may serve as limits on anti-discrimination efforts. Therefore, because our EEO obligations flow not from Title VII, but from the

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6. This often occurs where the relevant minority group is composed of disproportionately high numbers of undereducated or non-English speaking residents.

7. Recent statistics from the Department of Labor reveal the magnitude of this predicament. While blacks make up 11.2% of the total national labor force, 16.3% hold less than a high school diploma, and only 23% hold an associates or bachelors degree, and among Hispanics, who represent 9.3% of the total national labor force, 38.8% hold less than a high school diploma and only 15.1% hold an associates or bachelors degree, which figures may be evaluated against 32.8% of the general population holding an associates or bachelors degree. See Unpublished Tabulations from the Current Population Survey of the Bureau of Labor Statistics, Table 10 (attached hereto as Exhibit A).

Although many upper four level positions do not require a college education, statistics such as the above are useful as an indicator as to the general level of educational attainment in the labor force. The Associations' members have found educational attainment to be a reliable indicator of quality of job performance. Moreover, many upper four level positions do require a college degree, and the above statistics directly bear on the availability of minorities to fill such positions.

Communications Act of 1934, we find that Wards Cove does not limit our analysis of a licensee's efforts to attract minority applicants.

Id. (citations omitted); see also Sun Mountain Broadcasting, Inc., 9 FCC Rcd 2124 n.11 (1994).

The Commission should revisit this analysis. It is true that anti-discrimination efforts under Title VII and the Communications Act differ, and the Commission has correctly determined that analysis of the latter turns upon the public interest in having broadcasters offer employment opportunity to the whole of the diverse labor force rather than upon past discrimination, as does Title VII. However, the underlying analysis of Wards Cove should nevertheless inform the Commission's EEO analysis -- the disparity between qualified and unqualified minorities in the labor force is not endemic to Title VII, but rather should play a role in any efforts-based EEO policy as a matter of logic. As the Court noted in Wards Cove, "[m]easuring alleged discrimination in the selection of accountants, managers, boat captains, electricians, doctors and engineers . . . by comparing the number of [minorities] occupying these jobs to the number of [minorities] filling [nonskilled] positions is *nonsensical*." 109 S.Ct. at 2122 (emphasis added).

It must be emphasized that the broadcasters presenting these Comments are not interested in avoiding their recruitment responsibilities and certainly are not looking for a rationale by which to discriminate in their hiring policies. They do desire, however, to be considered in the real-world context in which each may have to exist in trying to fulfill these recruitment responsibilities. Until now, the Commission has been unwilling to consider the qualifications of the general work force available in the community of license. While this has had little effect on stations located in larger markets with significant minority populations and centers of higher learning, it places a disproportionately strenuous burden on small markets, and especially rural stations located primarily in agricultural areas. If the objective is to bring qualified minority

candidates into the broadcast industry, a requirement that does not make allowances for the existence of both qualified and unqualified applicants undermines that goal. As currently applied, small broadcasters in some rural areas are virtually required to adopt on-the-job training programs for unqualified minorities to avoid danger at renewal time even though such small broadcasters are the least able to afford such extraordinary efforts. The Commission should thus reassess this aspect of its EEO policies. The Commission should base its evaluation of broadcasters' recruitment efforts upon the percentage of qualified minorities in the relevant labor pool.<sup>8</sup> To accomplish this, the Commission should permit broadcasters to make a showing that their EEO recruitment efforts were sufficient in light of the percentage of qualified minorities within the relevant minority labor pool.<sup>9</sup>

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8. Determinations as to "qualified" status should be based upon indicators such as education, literacy, technical training, fluency in English, and other employability criteria necessary to successful deployment of personnel at radio and television stations. Such statistics may be found in reports from the Bureau of Labor like the ones cited supra at note 7. To the extent that additional data is required, the Commission could issue a Notice of Inquiry seeking either the information or comment on the means by which the Commission could collect such information.

To demonstrate the correctness of applying the admittedly controversial English language requirement for English speaking stations, the commenters question whether the Commission would disqualify a Spanish language station for failing to recruit non-Spanish language speaking, English-only employees. Of course, this comment would apply only to positions for which English (or Spanish at a Spanish language station) was important, such as air talent, receptionists and sales staff.

9. An alternative means of addressing this problem would be to assess a broadcaster's EEO recruitment efforts using the results of the efforts, i.e., actual hires, as *prima facie* evidence of a successful EEO program. A broadcaster's employment record showing that it has hired qualified minorities at a rate at or above parity (50% of the percentage of such minorities in the relevant labor force), should serve as presumptive proof that the broadcaster's recruitment efforts have been sufficient. Such a presumption would not be a quota in violation of Adarand, 515 U.S. \_\_\_, 115 S.Ct. 2097 (1995), but rather evidence from which a strong inference may be made that the broadcaster has made a bona fide attempt (and succeeded) in its efforts to recruit minorities.

(continued...)

### **III. RELIEF FOR SMALL MARKET BROADCASTERS**

In addition to the above, several problems plaguing small market broadcasters are either not adequately addressed in the Commission's policies nor resolved by its proposals in the current proceeding. The balance of these Comments chiefly addresses problems faced by small market broadcasters in meeting the Commission's requirements. First, the Commission currently uses the MSA in defining the labor force available to broadcasters for EEO purposes. Small town broadcasters and fringe market broadcasters, however, are often not readily accessible to the entire MSA attributable to such broadcasters. Such broadcasters often face the problem that the minority labor force represented in the vicinity of a rural or suburban community to which a broadcaster may be licensed is significantly smaller than that found in the MSA overall.<sup>10</sup> In those circumstances, small market and fringe broadcasters have difficulty attracting minority job candidates from the core of the MSA because such candidates are unwilling or unable to commute or relocate to small or fringe market stations. In those circumstances, small market and fringe broadcasters may advertise all they can, but because of their location, they simply do not get adequate responses. Commission cases in such situations seem to hold such stations

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9. (...continued)

Nor would such a presumption undermine the Commission's desire to have broadcasters maintain recruitment data. Broadcasters would be aware that their minority employment could fall below parity due either to a change in the labor force or in a station's personnel. In such a case, a broadcaster would then have to demonstrate EEO compliance via recruitment data. As such, there would be a perpetual incentive to maintain the proper recruitment data regardless of a broadcaster's actual minority employment at any given moment, and a broadcaster's failure to do so would be at its own peril, although not with the same disastrous consequences it would currently suffer even with adequate parity employment levels.

10. While the Commission has rejected such considerations in the past, see, e.g., Stauffer Communications, Inc., 9 FCC Rcd 879 ¶ 24 (1994); Buckley Broadcasting Corporation, 9 FCC Rcd 2099 ¶ 9 and n.5 (1994), the problem is one that nevertheless confronts broadcasters in the real world and one which the Commission, as part of the instant evaluation of its EEO rules and policies, should consider.

responsible for not attracting sufficient minorities in their applicant pools, but never adequately evaluate what is wrong with their recruitment efforts. The problem is that the Commission's analyses make no allowances for the conclusion that the station simply cannot attract minorities to its location, notwithstanding that it may be technically within an MSA with substantial minority populations. The Associations suggest that broadcasters in such situations should be permitted to demonstrate that the labor force available to them is not the same as the labor force in the relevant MSA, and the Commission should consider such showings if they are based on factors such as the separate identity of the broadcaster's community of license, the mileage separation between the community of license and the "core" of the MSA, and the overall size of the MSA and the dispersion of the population therein.

Another problem faced by small-town and fringe market broadcasters is that they are often an entry point and training ground for relatively inexperienced broadcasters. After gaining some measure of experience, such employees often move on to larger markets where they can command larger salaries or audiences.<sup>11</sup> As a result, small market broadcasters often sustain higher turnover than larger broadcasters and, consequently, have a relatively large number of hiring opportunities. The burden of reaching out to minority broadcasting recruits, when viewed in context of a broadcaster's overall personnel contingent, thus falls more heavily upon smaller broadcasters. This problem is further exacerbated given the limited resources small broadcasters have to expend on EEO efforts.

The Commission should thus provide relief to smaller broadcasters in recognition of this burden. The Commission should periodically study the number of hiring opportunities available

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11. This state of affairs has not escaped the Commission's attention. See, e.g., Eagle Radio, Inc., 9 FCC Rcd 836 ¶ 33 (1994).



to broadcasters in each class of service and adopt some mean or average applicable to the markets outside the top 100 markets. While there should be no penalty for having a below-average number of hiring opportunities, any broadcaster with fewer than 20 employees and who exceeds the mean for stations outside the top 100 markets for hiring opportunities by 10% should be afforded some relief from the current minority recruitment burden faced by such broadcasters.

The Commission could approach this two ways. The Commission could allow such qualifying broadcasters to utilize an alternative filing period for their Form 395-B EEO reports. This would provide relief where a broadcaster experiences an uncharacteristic change in employment profile during its usual EEO filing period which, when compared to other, more characteristic hiring periods, may paint an unrealistic picture of the recruitment efforts made by that broadcaster in the regular course. The Commission could also reduce the demerit factor for such qualifying broadcasters so long as their EEO recruitment efforts would have been sufficient to satisfy their EEO responsibilities had they had only the industry mean number of hiring opportunities. Such accommodations would be in the public interest as a fair trade-off for small market broadcasters providing the "training ground" where minority employees in the broadcast industry will likely get their proverbial foot in the door.

Finally, the Commission's Rules should permit a broadcaster to fulfill its EEO requirements via participation in a state broadcasters association job fair or recruitment program. Such a rule would fulfill the objective of the Commission's efforts-based program to increase the pool of qualified minority candidates from which a licensee can select qualified applicants. Such joint recruitment efforts would also create economies of scale that would allow smaller broadcasters with finite resources to be expended on employment efforts to include more

qualified minorities in their candidate pools.<sup>12</sup> Furthermore, with only a relatively small commitment of resources by each of its member stations, a state broadcasters association can reach and involve more potential minority candidates in its member stations' recruitment efforts. Also, the burden on individual stations with more than 20 employees to keep records of the applicant flow would be greatly reduced if their state broadcasters associations could use pooled resources to keep those records.<sup>13</sup>

If the Commission deems that making the above allowances in recognition of the real-world problems faced by small broadcasters in meeting the Commission's EEO requirements is too elaborate or unwieldy, the Associations propose in the alternative that broadcasters with 20 or fewer employees be exempted from the Commission's eventual EEO requirements. Even with such an exemption, the National Association of Broadcasters has stated that the Commission's EEO Rule would still cover at least 72.3% of the employees of broadcast stations currently subject to the EEO Rule. Such a step would be an acknowledgment that smaller broadcasters have limited financial, personnel and time resources available for recruiting and that the Commission is aware of those limitations. The inference arising from this awareness would thus be that, given the finite resources a station has to dedicate to employment concerns, the fewer employment resources a station is required to expend in its EEO efforts, the more employment

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12. It would also allow individual broadcasters to make better use of the Internet and other such global computer networks by collectively posting job opportunities in a forum that minority job candidates would find relatively inexpensive and easy to use.

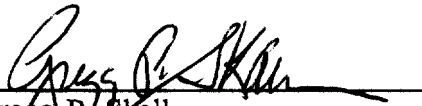
13. Minority recruitment efforts would also be bolstered by state broadcasters associations becoming the repository for information from its member stations regarding job applicants and job openings, because it would allow qualified minority applicants who ultimately do not receive a job from one broadcaster to be referred to another broadcaster seeking applications from the association.

resources it can dedicate to actually engaging in attracting qualified employees without regard to race.

The above improvements in the Commission's EEO rules and policies would go a long way toward increasing the fruitfulness of broadcasters's EEO efforts, particularly those of smaller broadcasters. Given the particularly limited time, personnel and financial resources smaller broadcasters have to expend on employment efforts, proposals that provide a greater return to both broadcasters and minority applicants on those employment resources are clearly in the public interest. The proposed rule and policy changes discussed above are clearly proposals of that kind and should be adopted in this proceeding.

Respectfully submitted,

**CALIFORNIA BROADCASTERS ASSOCIATION  
MINNESOTA BROADCASTERS ASSOCIATION  
MISSOURI BROADCASTERS ASSOCIATION  
NORTH DAKOTA BROADCASTERS ASSOCIATION**

By:   
Gregg P. Skall  
Ronald G. London  
Their Attorneys

**Pepper & Corazzini, L.L.P.**  
1776 K Street, N.W.  
Suite 200  
Washington, D.C. 20006

July 11, 1996

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## APPENDIX A

Table 10. Employment status of the civilian noninstitutional population by educational attainment, age, sex, race, and Hispanic origin, Annual Average 1995 (based on CPS) *(Current Population Survey) H 15, in thousands*

Educational attainment	Total, 16 years and over	16 to 19 years			20 to 24 years	25 years and over						
		Total	16 to 17 years	18 to 19 years		Total	25 to 64 years					65 years and over
							Total	25-34	35-44	45-54	55-64	
Civilian noninstitutional population, Total, both sexes												
Total.....	198,584	14511	7,407	7,104	17,864	166209	134761	40798	42254	30974	20735	31448
Less than a high school diploma.....	42,518	9,835	7,179	2,656	2,591	30,092	18,799	4,993	4,816	4,274	4,716	11293
Less than 1 year of high school.....	14,767	567	406	161	596	13,604	7,101	1,502	1,697	1,714	2,188	6,503
1-3 years of high school.....	25,039	8,726	6,579	2,147	1,694	14,619	10,308	3,026	2,719	2,241	2,298	4,311
4 years of high school, no diploma...	2,711	541	194	347	301	1,869	1,390	465	400	293	231	479
High school graduates, no college.....	64,441	2,709	194	2,515	5,586	56,146	45,627	13721	14186	10026	7,694	10519
Some college, no degree.....	37,993	1,937	32	1,905	6,655	29,401	25,158	8,085	8,145	5,713	3,215	4,243
Associate Degree.....	13,155	25	1	24	1,068	12,062	10,937	3,546	3,841	2,441	1,109	1,125
Occupational program.....	7,057	16	1	16	521	6,519	5,837	1,894	2,039	1,309	595	682
Academic program.....	6,098	8	-	8	547	5,543	5,100	1,651	1,801	1,133	515	443
College graduates.....	40,477	5	1	5	1,965	38,507	34,240	10454	11266	8,519	4,000	4,267
Bachelor's degree.....	27,416	5	1	4	1,875	25,535	22,881	8,142	7,432	4,997	2,310	2,654
Master's degree.....	8,897	0	0	0	79	8,818	7,800	1,595	2,628	2,452	1,126	1,017
Professional degree.....	2,443	0	-	0	7	2,436	2,107	511	740	572	283	329
Doctoral degree.....	1,722	-	-	-	3	1,719	1,452	205	467	498	281	267
Civilian noninstitutional population, Total, men												
Total.....	95,178	7,367	3,794	3,573	8,835	78,976	65,846	20079	20800	15111	9,856	13130
Less than a high school diploma.....	20,630	5,175	3,703	1,472	1,375	14,080	9,366	2,612	2,466	2,057	2,230	4,715
Less than 1 year of high school.....	7,192	325	244	81	322	6,545	3,704	820	890	882	1,111	2,841
1-3 years of high school.....	12,053	4,555	3,362	1,192	879	6,619	4,947	1,526	1,369	1,033	1,019	1,672
4 years of high school, no diploma...	1,386	296	97	199	174	916	715	266	207	142	100	201
High school graduates, no college.....	29,580	1,322	75	1,247	2,976	25,282	21,457	6,957	6,905	4,402	3,192	3,825
Some college, no degree.....	17,885	858	15	843	3,192	13,834	12,018	3,810	3,908	2,752	1,548	1,817
Associate Degree.....	5,680	8	0	7	462	5,210	4,846	1,563	1,694	1,106	482	365
Occupational program.....	3,075	5	0	5	228	2,842	2,641	880	924	580	257	201
Academic program.....	2,604	3	-	3	234	2,368	2,204	683	771	526	225	164
College graduates.....	21,403	3	0	3	830	20,570	18,161	5,136	5,827	4,794	2,404	2,409
Bachelor's degree.....	13,846	3	0	2	795	13,048	11,678	3,914	3,730	2,720	1,314	1,370
Master's degree.....	4,553	0	0	0	33	4,520	3,974	780	1,288	1,269	637	546
Professional degree.....	1,745	0	-	0	3	1,742	1,463	300	494	438	231	278
Doctoral degree.....	1,260	-	-	-	0	1,260	1,046	141	315	367	222	215

Table 10. Employment status of the civilian noninstitutional population by educational attainment, age, sex, race, and Hispanic origin, Annual Average 1995 (based on CPS)-Continued

Educational attainment	Total, 16 years and over	16 to 19 years			20 to 24 years	25 years and over						
		Total	16 to 17 years	18 to 19 years		Total	25 to 64 years					65 years and over
							Total	25-34	35-44	45-54	55-64	
Civilian noninstitutional population, Total, women												
Total.....	103,406	7,144	3,613	3,531	9,029	87,232	68,915	20,719	21,454	15,862	10,879	18,318
Less than a high school diploma.....	21,887	4,659	3,476	1,183	1,216	16,012	9,433	2,300	2,350	2,216	1,486	6,579
Less than 1 year of high school.....	7,575	242	162	80	274	7,060	3,397	681	887	832	1,077	3,662
1-3 years of high school.....	12,986	4,172	3,217	955	815	8,000	5,361	1,500	1,350	1,233	1,279	2,639
4 years of high school, no diploma...	1,326	245	97	148	128	952	675	199	193	151	131	278
High school graduates, no college.....	34,861	1,387	119	1,268	2,610	30,864	24,170	6,763	7,281	5,624	4,502	6,694
Some college, no degree.....	20,108	1,079	17	1,062	3,463	15,567	13,141	4,275	4,237	2,962	1,667	2,426
Associate Degree.....	7,475	17	1	17	606	6,852	6,091	1,982	2,146	1,335	628	760
Occupational program.....	3,981	12	1	11	293	3,677	3,196	1,014	1,116	728	338	481
Academic program.....	3,494	6	-	6	313	3,175	2,896	968	1,030	607	290	280
College graduates.....	19,074	2	0	2	1,134	17,938	16,079	5,318	5,439	3,725	1,596	1,859
Bachelor's degree.....	13,570	2	0	2	1,081	12,487	11,203	4,228	3,701	2,278	997	1,284
Master's degree.....	4,344	0	0	-	46	4,298	3,827	816	1,339	1,183	489	471
Professional degree.....	698	-	-	-	4	694	643	211	246	134	52	51
Doctoral degree.....	462	-	-	-	3	459	406	64	153	131	59	53
Civilian noninstitutional population, White, both sexes												
Total.....	166,914	11,468	5,822	5,646	14,313	141,133	112,981	33,355	35,222	26,418	17,986	28,153
Less than a high school diploma.....	33,261	7,627	5,647	1,979	1,940	23,695	14,359	3,841	3,624	3,209	3,686	9,335
Less than 1 year of high school.....	11,657	406	274	133	495	10,755	5,533	1,206	1,302	1,308	1,717	5,223
1-3 years of high school.....	19,586	6,812	5,223	1,589	1,233	11,541	7,833	2,318	2,039	1,684	1,792	3,708
4 years of high school, no diploma...	2,018	408	150	258	212	1,398	994	317	283	216	177	404
High school graduates, no college.....	54,515	2,182	151	2,031	4,379	47,954	38,202	11,082	11,773	8,540	6,807	9,753
Some college, no degree.....	31,995	1,634	22	1,612	5,357	25,004	21,013	6,457	6,724	4,935	2,897	3,991
Associate Degree.....	11,394	21	1	20	931	10,442	9,376	2,970	3,289	2,138	979	1,066
Occupational program.....	6,157	15	1	15	454	5,687	5,043	1,599	1,770	1,153	521	644
Academic program.....	5,238	6	-	6	476	4,755	4,333	1,372	1,519	985	457	422
College graduates.....	35,749	4	1	4	1,707	34,038	30,030	9,005	9,811	7,597	3,617	4,008
Bachelor's degree.....	24,076	4	0	3	1,632	22,440	19,944	7,017	6,414	4,421	2,091	2,497
Master's degree.....	7,930	0	0	0	66	7,865	6,917	1,368	2,326	2,200	1,023	948
Professional degree.....	2,213	0	-	0	6	2,206	1,890	444	672	516	257	316
Doctoral degree.....	1,530	-	-	-	3	1,527	1,280	176	399	459	246	247

Table 10. Employment status of the civilian noninstitutional population by educational attainment, age, sex, race, and Hispanic origin, Annual Average 1995 (based on CPS)-Continued

Educational attainment	Total, 16 years and over	16 to 19 years			20 to 24 years	25 years and over						
		Total	16 to 17 years	18 to 19 years		Total	25 to 64 years					65 years and over
							Total	25-34	35-44	45-54	55-64	
Civilian noninstitutional population, White, men												
Total.....	80,733	5,854	2,995	2,859	7,163	67,716	55,901	16,653	17,567	13,028	8,653	11,815
Less than a high school diploma.....	16,357	4,019	2,924	1,096	1,062	11,275	7,333	2,087	1,914	1,564	1,768	3,942
Less than 1 year of high school.....	5,745	227	162	66	268	5,249	2,943	674	702	678	889	2,306
1-3 years of high school.....	9,562	3,562	2,687	875	670	5,330	3,860	1,221	1,062	779	805	1,463
4 years of high school, no diploma....	1,050	230	76	155	125	695	522	192	149	107	74	173
High school graduates, no college.....	24,999	1,087	60	1,027	2,345	21,567	18,046	5,694	5,777	3,750	2,825	3,522
Some college, no degree.....	15,243	739	11	728	2,619	11,885	10,171	3,090	3,265	2,400	1,416	1,713
Associate Degree.....	4,981	61	-	6	408	4,566	4,225	1,336	1,476	981	433	342
Occupational program.....	2,719	4	-	4	202	2,512	2,322	766	813	516	228	190
Academic program.....	2,262	2	-	2	206	2,054	1,902	570	662	465	205	152
College graduates.....	19,153	2	0	2	729	18,423	16,127	4,446	5,135	4,333	2,212	2,296
Bachelor's degree.....	12,328	2	0	2	699	11,627	10,325	3,398	3,271	2,446	1,211	1,301
Master's degree.....	4,096	0	-	0	27	4,069	3,545	658	1,145	1,152	590	524
Professional degree.....	1,606	0	-	0	2	1,604	1,335	269	453	400	214	269
Doctoral degree.....	1,123	-	-	-	0	1,123	921	122	267	335	197	202
Civilian noninstitutional population, White, women												
Total.....	86,181	5,614	2,827	2,787	7,150	73,417	57,080	16,702	17,654	13,390	9,333	16,337
Less than a high school diploma.....	16,904	3,607	2,723	884	878	12,419	7,027	1,753	1,710	1,645	1,918	5,393
Less than 1 year of high school.....	5,912	179	112	67	227	5,506	2,590	532	600	631	827	2,916
1-3 years of high school.....	10,024	3,250	2,537	714	563	6,211	3,965	1,096	977	905	987	2,245
4 years of high school, no diploma....	968	178	75	103	87	703	472	126	133	109	103	231
High school graduates, no college.....	29,516	1,095	92	1,004	2,034	26,387	20,156	5,388	5,996	4,790	3,983	6,231
Some college, no degree.....	16,752	895	11	883	2,738	13,120	10,842	3,368	3,458	2,535	1,481	2,278
Associate Degree.....	6,414	15	1	15	522	5,876	5,151	1,635	1,814	1,157	546	725
Occupational program.....	3,438	11	1	10	252	3,175	2,721	833	957	637	294	454
Academic program.....	2,976	4	-	4	270	2,701	2,431	802	857	520	252	271
College graduates.....	16,595	2	0	2	978	15,615	13,904	4,559	4,676	3,264	1,405	1,712
Bachelor's degree.....	11,748	2	0	2	933	10,814	9,619	3,619	3,143	1,976	880	1,195
Master's degree.....	3,834	0	0	-	38	3,796	3,371	710	1,181	1,048	433	424
Professional degree.....	606	-	-	-	4	602	555	176	220	116	44	47
Doctoral degree.....	406	-	-	-	3	404	359	54	132	124	49	45

Table 10. Employment status of the civilian noninstitutional population by educational attainment, age, sex, race, and Hispanic origin, Annual Average 1995 (based on CPS)-Continued

Educational attainment	Total, 16 years and over	16 to 19 years			20 to 24 years	25 years and over						
		Total	16 to 17 years	18 to 19 years		Total	25 to 64 years					65 years and over
							Total	25-34	35-44	45-54	55-64	
Civilian noninstitutional population, Black, both sexes												
Total.....	23,246	2,284	1,198	1,086	2,554	18,409	15,838	5,337	5,178	3,244	2,079	2,571
Less than a high school diploma.....	6,799	1,682	1,160	522	450	4,667	3,072	718	789	754	812	1,595
Less than 1 year of high school.....	1,904	118	104	13	32	1,754	755	74	151	206	324	999
1-3 years of high school.....	4,360	1,466	1,026	440	347	2,547	2,015	536	549	486	443	533
4 years of high school, no diploma...	535	99	30	68	70	366	303	107	89	62	45	63
High school graduates, no college.....	7,844	401	31	369	967	6,477	5,901	2,113	1,942	1,146	700	576
Some college, no degree.....	4,574	199	5	193	905	3,470	3,276	1,264	1,147	610	255	195
Associate Degree.....	1,293	2	0	2	90	1,200	1,161	428	418	222	93	39
Occupational program.....	685	1	0	1	49	636	609	230	210	113	56	27
Academic program.....	608	1	-	1	42	565	552	198	208	109	37	13
College graduates.....	2,736	0	0	0	141	2,594	2,429	815	882	512	220	166
Bachelor's degree.....	1,978	0	0	0	134	1,844	1,749	682	629	312	126	95
Master's degree.....	587	-	-	-	7	580	528	100	188	165	74	52
Professional degree.....	92	-	-	-	0	91	85	23	35	21	6	6
Doctoral degree.....	79	-	-	-	0	79	66	9	29	14	15	13
Civilian noninstitutional population, Black, men												
Total.....	10,411	1,131	601	530	1,161	8,119	7,113	2,388	2,362	1,462	901	1,006
Less than a high school diploma.....	3,113	884	589	295	203	2,027	1,392	292	371	357	372	635
Less than 1 year of high school.....	908	73	66	7	17	817	387	29	81	115	163	430
1-3 years of high school.....	1,954	762	509	253	148	1,045	864	212	248	215	189	181
4 years of high school, no diploma...	251	49	14	35	37	165	140	52	42	26	20	25
High school graduates, no college.....	3,625	172	10	162	497	2,956	2,729	1,012	909	513	295	227
Some college, no degree.....	1,950	73	2	72	382	1,495	1,416	543	511	260	101	79
Associate Degree.....	501	1	0	1	32	468	456	160	165	94	36	12
Occupational program.....	266	0	0	0	17	249	243	82	90	48	24	6
Academic program.....	235	1	-	1	15	219	213	78	76	46	13	6
College graduates.....	1,221	0	0	-	48	1,173	1,120	381	405	237	97	53
Bachelor's degree.....	879	0	0	-	45	833	804	318	289	144	53	29
Master's degree.....	242	-	-	-	2	240	227	47	81	68	31	13
Professional degree.....	51	-	-	-	0	51	47	11	18	15	3	4
Doctoral degree.....	49	-	-	-	-	49	42	5	17	10	10	6



Table 10. Employment status of the civilian noninstitutional population by educational attainment, age, sex, race, and Hispanic origin, Annual Average 1995 (based on CPS)-Continued

Educational attainment	Total, 16 years and over	16 to 19 years			20 to 24 years	25 years and over						65 years and over
		Total	16 to 17 years	18 to 19 years		Total	25 to 64 years					
							Total	25-34	35-44	45-54	55-64	
Civilian noninstitutional population, Black, women												
Total.....	12,835	1,153	597	556	1,392	10,290	8,725	2,948	2,816	1,782	1,178	1,565
Less than a high school diploma.....	3,686	798	572	226	247	2,641	1,681	426	418	397	440	960
Less than 1 year of high school.....	996	44	38	6	15	937	368	46	70	91	161	569
1-3 years of high school.....	2,406	704	517	187	199	1,503	1,150	325	301	271	254	352
4 years of high school, no diploma....	284	50	16	33	33	201	163	55	47	35	25	38
High school graduates, no college.....	4,219	229	21	207	470	3,520	3,171	1,101	1,033	633	405	349
Some college, no degree.....	2,624	125	4	122	523	1,975	1,860	720	635	350	154	116
Associate Degree.....	792	1	-	1	58	732	705	268	253	128	57	28
Occupational program.....	419	0	-	0	32	387	366	148	121	65	33	21
Academic program.....	373	1	-	1	27	346	339	120	132	63	24	7
College graduates.....	1,514	0	-	0	93	1,421	1,308	434	477	275	123	113
Bachelor's degree.....	1,099	0	-	0	89	1,010	945	364	339	168	73	65
Master's degree.....	344	-	-	-	4	340	301	54	108	97	43	39
Professional degree.....	40	-	-	-	0	40	38	13	17	6	2	2
Doctoral degree.....	31	-	-	-	0	31	24	4	12	4	5	6
Civilian noninstitutional population, Hispanic origin, both sexes												
Total.....	18,629	1,872	903	969	2,528	14,229	12,792	5,050	3,965	2,294	1,483	1,437
Less than a high school diploma.....	8,837	1,385	874	512	983	6,469	5,451	1,937	1,565	1,089	860	1,018
Less than 1 year of high school.....	4,876	179	96	83	402	4,295	3,450	1,027	1,018	757	649	845
1-3 years of high school.....	3,442	1,098	741	357	488	1,856	1,712	770	463	290	188	144
4 years of high school, no diploma....	518	109	37	71	92	317	289	140	84	42	23	28
High school graduates, no college.....	4,862	316	27	289	753	3,792	3,567	1,536	1,135	582	314	225
Some college, no degree.....	2,688	165	2	163	600	1,923	1,849	819	614	281	134	75
Associate Degree.....	805	4	-	4	108	693	664	259	226	127	52	29
Occupational program.....	426	4	-	4	53	370	354	138	124	64	29	16
Academic program.....	379	0	-	0	55	323	310	121	102	63	23	13
College graduates.....	1,437	2	0	1	84	1,352	1,261	500	424	215	122	91
Bachelor's degree.....	1,027	2	0	1	77	948	898	390	284	143	81	50
Master's degree.....	261	-	-	-	6	255	229	78	81	41	29	26
Professional degree.....	94	-	-	-	0	94	84	25	31	20	8	10
Doctoral degree.....	56	-	-	-	1	56	50	6	29	10	4	6

Table 10. Employment status of the civilian noninstitutional population by educational attainment, age, sex, race, and Hispanic origin, Annual Average 1995 (based on CPS)-Continued

Educational attainment	Total, 16 years and over	16 to 19 years			20 to 24 years	25 years and over						
		Total	16 to 17 years	18 to 19 years		Total	25 to 64 years					65 years and over
							Total	25-34	35-44	45-54	55-64	
Civilian noninstitutional population, Hispanic origin, men												
Total.....	9,329	954	481	473	1,337	7,038	6,419	2,657	1,966	1,127	668	619
Less than a high school diploma.....	4,434	730	466	264	556	3,149	2,725	1,060	774	527	363	424
Less than 1 year of high school.....	2,404	98	57	41	229	2,078	1,729	572	508	379	271	348
1-3 years of high school.....	1,737	569	385	184	268	900	835	405	219	128	82	66
4 years of high school, no diploma...	293	63	24	39	59	171	160	83	47	20	10	10
High school graduates, no college.....	2,416	154	14	140	402	1,860	1,766	818	548	271	130	94
Some college, no degree.....	1,331	68	0	68	289	974	943	411	308	151	73	31
Associate Degree.....	384	1	-	1	54	329	316	120	114	58	23	13
Occupational program.....	206	1	-	1	26	179	169	64	63	29	14	9
Academic program.....	179	0	-	0	28	151	147	56	52	29	10	4
College graduates.....	762	1	0	1	36	725	669	248	222	121	78	56
Bachelor's degree.....	512	1	0	1	33	478	449	187	133	75	54	30
Master's degree.....	145	-	-	-	3	142	128	44	43	24	18	14
Professional degree.....	62	-	-	-	-	62	55	14	24	14	5	7
Doctoral degree.....	42	-	-	-	-	42	37	4	22	9	2	6
Civilian noninstitutional population, Hispanic origin, women												
Total.....	9,300	918	422	496	1,191	7,192	6,373	2,393	1,999	1,167	815	818
Less than a high school diploma.....	4,402	655	408	248	427	3,320	2,727	877	791	562	497	594
Less than 1 year of high school.....	2,472	81	39	42	173	2,218	1,721	454	510	378	378	497
1-3 years of high school.....	1,705	529	355	173	221	956	877	365	244	162	106	78
4 years of high school, no diploma...	225	46	14	32	33	147	128	58	37	22	12	18
High school graduates, no college.....	2,445	162	13	149	351	1,932	1,801	718	588	311	184	131
Some college, no degree.....	1,357	96	1	95	311	950	906	408	306	131	61	44
Associate Degree.....	421	3	-	3	54	363	348	138	111	69	29	15
Occupational program.....	221	3	-	3	27	191	185	74	61	35	15	6
Academic program.....	200	0	-	0	27	172	163	64	51	34	14	9
College graduates.....	675	1	-	1	48	627	592	252	203	94	44	35
Bachelor's degree.....	514	1	-	1	44	470	450	204	151	68	27	20
Master's degree.....	116	-	-	-	3	113	101	34	38	18	11	12
Professional degree.....	31	-	-	-	0	31	29	12	7	6	4	3
Doctoral degree.....	14	-	-	-	1	13	13	2	7	1	3	1

Table 10. Employment status of the civilian noninstitutional population by educational attainment, age, sex, race, and Hispanic origin, Annual Average 1995 (based on CPS)-Continued

Educational attainment	Total, 16 years and over	16 to 19 years			20 to 24 years	25 years and over						
		Total	16 to 17 years	18 to 19 years		Total	25 to 64 years					65 years and over
							Total	25-34	35-44	45-54	55-64	
Civilian noninstitutional population, Non-Hispanics, both sexes												
Total.....	179,955	12639	6,505	6,135	15,336	151900	121969	35740	30209	20679	19253	30011
Less than a high school diploma.....	33,681	8,449	6,305	2,144	1,608	23,623	13,348	3,056	3,251	3,184	3,856	10276
Less than 1 year of high school.....	9,891	309	310	78	198	9,300	3,651	475	600	957	1,539	3,650
1-3 years of high school.....	21,597	7,628	5,838	1,790	1,205	12,763	8,596	2,255	2,256	1,976	2,109	4,167
4 years of high school, no diploma...	2,194	433	157	276	209	1,552	1,101	325	316	251	200	451
High school graduates, no college.....	59,580	2,393	167	2,226	4,832	52,354	42,060	12105	13051	9,444	7,300	10294
Some college, no degree.....	35,305	1,772	31	1,742	6,055	27,478	23,310	7,266	7,530	5,432	3,081	4,168
Associate Degree.....	12,350	21	1	20	959	11,369	10,273	3,287	3,615	2,314	1,057	1,096
Occupational program.....	6,630	13	1	12	468	6,149	5,483	1,757	1,916	1,245	566	666
Academic program.....	5,719	8	-	8	491	5,220	4,790	1,530	1,699	1,069	491	430
College graduates.....	39,040	4	1	3	1,881	37,155	32,979	9,954	10042	8,305	3,878	4,176
Bachelor's degree.....	26,389	3	1	3	1,798	24,587	21,903	7,752	7,148	4,854	2,230	2,604
Master's degree.....	8,636	0	0	0	73	8,563	7,571	1,517	2,547	2,410	1,097	992
Professional degree.....	2,349	0	-	0	7	2,342	2,023	486	709	552	275	319
Doctoral degree.....	1,666	-	-	-	3	1,663	1,402	199	438	488	277	261
Civilian noninstitutional population, White, Non-Hispanics, both sexes												
Total.....	150,932	9,897	5,061	4,836	12,182	128853	102002	29055	31832	24449	16666	26851
Less than a high school diploma.....	25,709	6,464	4,911	1,553	1,105	18,139	9,721	2,212	2,296	2,287	2,926	8,418
Less than 1 year of high school.....	7,466	253	191	62	151	7,061	2,599	349	440	671	1,139	4,462
1-3 years of high school.....	16,667	5,896	4,602	1,295	823	9,947	6,368	1,663	1,640	1,436	1,629	3,579
4 years of high school, no diploma...	1,576	314	119	196	131	1,131	754	200	216	180	158	377
High school graduates, no college.....	50,344	1,920	127	1,792	3,744	44,680	35,131	9,769	10793	8,043	6,526	9,549
Some college, no degree.....	29,681	1,492	21	1,471	4,854	23,335	19,414	5,749	6,200	4,690	2,775	3,921
Associate Degree.....	10,691	18	1	17	839	9,833	8,793	2,744	3,095	2,025	931	1,040
Occupational program.....	5,779	12	1	11	407	5,360	4,730	1,477	1,661	1,097	495	630
Academic program.....	4,911	6	-	6	432	4,474	4,064	1,267	1,434	928	436	410
College graduates.....	34,508	3	0	3	1,640	32,865	28,943	8,582	9,449	7,404	3,509	3,922
Bachelor's degree.....	23,205	3	0	3	1,571	21,631	19,181	6,694	6,175	4,294	2,018	2,451
Master's degree.....	7,697	0	0	0	60	7,637	6,713	1,296	2,256	2,164	998	923
Professional degree.....	2,128	0	-	0	6	2,122	1,815	422	645	498	251	306
Doctoral degree.....	1,478	-	-	-	2	1,475	1,234	170	373	449	242	242

Table 10. Employment status of the civilian noninstitutional population by educational attainment, age, sex, race, and Hispanic origin, Annual Average 1995 (based on CPS)-Continued

Educational attainment	Total, 16 years and over	16 to 19 years			20 to 24 years	25 years and over						
		Total	16 to 17 years	18 to 19 years		Total	25 to 64 years					65 years and over
							Total	25-34	35-44	45-54	55-64	
24,850												
Civilian labor force, Total, both sexes												
Total.....	132,304	7,765	3,225	4,540	13,688	110,511	107,032	34,190	35,751	25,223	11,060	3,819
Less than a high school diploma.....	18,255	4,604	3,089	1,515	1,629	12,021	11,169	3,305	3,240	2,585	1,958	852
Less than 1 year of high school.....	4,826	199	110	89	355	4,272	3,834	977	1,001	955	821	430
1-3 years of high school.....	11,947	4,105	2,886	1,219	1,077	6,764	6,396	2,073	1,873	1,415	1,034	368
4 years of high school, no diploma...	1,482	299	92	207	197	985	939	335	286	215	103	46
High school graduates, no college.....	43,188	1,905	119	1,786	4,536	36,746	35,519	11,403	11,846	7,969	4,301	1,227
Some college, no degree.....	27,514	1,235	15	1,220	4,930	21,349	20,607	6,845	7,042	4,786	2,014	662
Associate Degree.....	10,489	18	1	17	913	9,559	9,395	3,139	3,425	2,115	716	164
Occupational program.....	5,630	14	1	13	473	5,143	5,047	1,693	1,848	1,129	377	95
Academic program.....	4,859	3	-	3	439	4,416	4,347	1,445	1,576	987	339	69
College graduates.....	32,859	3	1	2	1,680	31,176	30,262	9,426	10,197	7,767	2,871	914
Bachelor's degree.....	22,077	3	0	2	1,610	20,464	19,972	7,303	6,624	4,464	1,501	492
Master's degree.....	7,271	0	0	0	62	7,209	6,986	1,449	2,433	2,285	818	224
Professional degree.....	2,077	-	-	-	5	2,072	1,960	480	697	543	240	113
Doctoral degree.....	1,433	-	-	-	3	1,430	1,345	194	443	475	232	85
Civilian labor force, Total, men												
Total.....	71,360	4,036	1,668	2,368	7,338	59,986	57,784	18,670	19,189	13,421	6,504	2,201
Less than a high school diploma.....	10,967	2,514	1,610	905	1,115	7,338	6,823	2,217	1,967	1,491	1,147	516
Less than 1 year of high school.....	3,202	128	69	58	271	2,803	2,513	686	703	605	520	290
1-3 years of high school.....	6,862	2,211	1,491	719	710	3,942	3,741	1,303	1,093	772	574	200
4 years of high school, no diploma...	903	176	49	127	133	594	568	228	171	115	53	25
High school graduates, no college.....	23,007	977	52	925	2,679	19,350	18,743	6,511	6,302	3,847	2,083	607
Some college, no degree.....	14,067	538	7	532	2,430	11,099	10,741	3,555	3,639	2,470	1,077	358
Associate Degree.....	4,948	5	0	5	401	4,543	4,477	1,502	1,619	1,017	339	66
Occupational program.....	2,711	4	0	4	214	2,493	2,453	850	887	536	180	40
Academic program.....	2,237	1	-	1	187	2,050	2,024	652	732	481	159	26
College graduates.....	18,371	2	0	1	714	17,656	17,001	4,886	5,662	4,595	1,859	654
Bachelor's degree.....	11,948	2	0	1	687	11,259	10,922	3,726	3,620	2,589	987	337
Master's degree.....	3,862	0	0	0	25	3,837	3,692	732	1,255	1,226	479	145
Professional degree.....	1,507	-	-	-	2	1,505	1,402	291	483	424	204	103
Doctoral degree.....	1,054	-	-	-	0	1,054	985	136	304	356	188	69

Table 10. Employment status of the civilian noninstitutional population by educational attainment, age, sex, race, and Hispanic origin, Annual Average 1995 (based on CPS)-Continued

Educational attainment	Total, 16 years and over	16 to 19 years			20 to 24 years	25 years and over						
		Total	16 to 17 years	18 to 19 years		Total	25 to 64 years					65 years and over
							Total	25-34	35-44	45-54	55-64	
Civilian labor force, Total, women												
Total.....	60,944	3,729	1,557	2,172	6,349	50,865	49,247	15,528	16,562	11,801	5,356	1,618
Less than a high school diploma.....	7,287	2,090	1,479	611	515	4,683	4,347	1,168	1,273	1,094	811	336
Less than 1 year of high school.....	1,624	72	41	31	83	1,469	1,322	291	378	351	301	148
1-3 years of high school.....	5,084	1,895	1,395	500	367	2,822	2,655	771	780	643	460	168
4 years of high school, no diploma...	579	123	44	80	64	391	371	107	115	100	49	21
High school graduates, no college.....	20,181	928	68	860	1,857	17,396	16,776	4,892	5,545	4,121	2,218	620
Some college, no degree.....	13,447	697	9	688	2,500	10,250	9,947	3,291	3,403	2,316	937	304
Associate Degree.....	5,541	13	1	12	512	5,016	4,918	1,637	1,806	1,098	377	98
Occupational program.....	2,919	10	1	10	259	2,650	2,594	843	962	593	197	56
Academic program.....	2,622	3	-	3	253	2,366	2,324	794	844	505	180	43
College graduates.....	14,487	1	0	1	966	13,520	13,260	4,540	4,535	3,172	1,013	260
Bachelor's degree.....	10,129	1	0	1	923	9,205	9,049	3,577	3,005	1,874	593	155
Master's degree.....	3,409	0	0	-	37	3,372	3,293	717	1,178	1,060	339	79
Professional degree.....	570	-	-	-	3	567	557	189	214	119	36	10
Doctoral degree.....	379	-	-	-	3	376	360	58	139	119	44	16
Civilian labor force, White, both sexes												
Total.....	111,950	6,545	2,749	3,796	11,266	94,139	90,672	28,325	30,112	21,804	10,432	3,466
Less than a high school diploma.....	14,615	3,861	2,640	1,221	1,281	9,473	8,771	2,713	2,520	1,982	1,555	703
Less than 1 year of high school.....	3,870	158	82	76	297	3,414	3,061	800	858	746	657	353
1-3 years of high school.....	9,618	3,455	2,481	974	835	5,328	5,019	1,672	1,447	1,076	824	309
4 years of high school, no diploma...	1,128	248	77	171	149	731	690	242	215	160	74	41
High school graduates, no college.....	36,285	1,582	96	1,486	3,632	31,071	29,942	9,327	9,937	6,867	3,812	1,129
Some college, no degree.....	23,078	1,084	12	1,072	4,062	17,933	17,313	5,485	5,832	4,161	1,836	620
Associate Degree.....	9,045	16	1	16	805	8,224	8,067	2,630	2,944	1,860	634	156
Occupational program.....	4,890	13	1	13	418	4,459	4,369	1,433	1,609	998	330	91
Academic program.....	4,154	3	-	3	387	3,764	3,699	1,197	1,335	862	304	66
College graduates.....	28,926	2	1	1	1,486	27,438	26,579	8,170	8,879	6,935	2,595	859
Bachelor's degree.....	19,316	2	0	1	1,427	17,887	17,417	6,327	5,707	3,954	1,429	470
Master's degree.....	6,468	0	0	0	52	6,416	6,212	1,254	2,158	2,054	745	205
Professional degree.....	1,871	-	-	-	4	1,867	1,759	420	632	491	217	107
Doctoral degree.....	1,271	-	-	-	3	1,268	1,191	169	382	436	204	77

Table 10. Employment status of the civilian noninstitutional population by educational attainment, age, sex, race, and Hispanic origin, Annual Average 1995 (based on CPS)-Continued

Educational attainment	Total, 16 years and over	16 to 19 years			20 to 24 years	25 years and over						
		Total	16 to 17 years	18 to 19 years		Total	25 to 64 years					65 years and over
							Total	25-34	35-44	45-54	55-64	
Civilian labor force, White, men												
Total.....	61,146	3,427	1,429	1,998	6,096	51,623	49,623	15,669	16,414	11,730	5,809	2,000
Less than a high school diploma.....	8,947	2,111	1,381	730	900	5,937	5,505	1,814	1,581	1,168	942	431
Less than 1 year of high school.....	2,623	99	50	49	230	2,294	2,056	570	572	483	431	237
1-3 years of high school.....	5,624	1,864	1,291	573	570	3,190	3,020	1,073	875	599	472	171
4 years of high school, no diploma...	701	148	40	108	100	453	429	171	134	86	39	23
High school graduates, no college.....	19,446	830	43	788	2,167	16,449	15,899	5,384	5,344	3,316	1,855	550
Some college, no degree.....	12,011	481	5	475	2,037	9,493	9,160	2,921	3,064	2,178	996	333
Associate Degree.....	4,340	4	-	4	358	3,977	3,914	1,285	1,414	905	310	63
Occupational program.....	2,397	3	-	3	192	2,202	2,164	741	783	478	161	38
Academic program.....	1,943	1	-	1	166	1,776	1,751	544	631	427	148	25
College graduates.....	16,401	1	0	0	634	15,766	15,144	4,264	5,010	4,163	1,706	623
Bachelor's degree.....	10,625	1	0	0	612	10,012	9,689	3,258	3,186	2,337	907	323
Master's degree.....	3,459	0	-	0	21	3,438	3,302	625	1,120	1,114	443	136
Professional degree.....	1,381	-	-	-	2	1,380	1,281	262	443	388	188	99
Doctoral degree.....	936	-	-	-	0	936	872	119	261	324	167	64
Civilian labor force, White, women												
Total.....	50,804	3,118	1,320	1,798	5,170	42,515	41,049	12,656	13,697	10,074	4,622	1,466
Less than a high school diploma.....	5,668	1,750	1,259	491	381	3,537	3,265	899	939	814	613	271
Less than 1 year of high school.....	1,247	59	32	27	68	1,120	1,005	230	286	263	226	116
1-3 years of high school.....	3,994	1,591	1,190	402	265	2,138	1,999	598	572	477	351	138
4 years of high school, no diploma...	426	99	37	62	48	279	261	71	81	74	35	18
High school graduates, no college.....	16,839	752	53	698	1,466	14,622	14,043	3,943	4,593	3,551	1,957	579
Some college, no degree.....	11,067	603	6	597	2,025	8,440	8,153	2,564	2,767	1,982	839	286
Associate Degree.....	4,705	12	1	11	447	4,246	4,153	1,345	1,529	955	324	93
Occupational program.....	2,493	10	1	9	226	2,258	2,205	691	826	520	168	53
Academic program.....	2,212	2	-	2	221	1,988	1,948	653	704	435	156	40
College graduates.....	12,525	1	0	1	852	11,672	11,435	3,906	3,869	2,771	889	236
Bachelor's degree.....	8,691	1	0	1	816	7,874	7,728	3,069	2,520	1,617	522	146
Master's degree.....	3,009	0	0	-	31	2,978	2,910	630	1,038	940	302	68
Professional degree.....	490	-	-	-	3	487	479	158	190	103	29	9
Doctoral degree.....	335	-	-	-	3	332	319	49	121	112	37	13

Table 10. Employment status of the civilian noninstitutional population by educational attainment, age, sex, race, and Hispanic origin, Annual Average 1995 (based on CPS)-Continued

Educational attainment	Total, 16 years and over	16 to 19 years			20 to 24 years	25 years and over						65 years and over
		Total	16 to 17 years	18 to 19 years		Total	25 to 64 years					
							Total	25-34	35-44	45-54	55-64	
Civilian labor force, Black, both sexes												
Total.....	14,817	911	366	545	1,754	12,152	11,881	4,267	4,165	2,404	1,046	271
Less than a high school diploma.....	2,476	563	344	218	223	1,691	1,567	379	458	417	314	124
Less than 1 year of high school.....	394	25	21	4	11	358	292	29	68	90	105	66
1-3 years of high school.....	1,819	502	312	190	175	1,143	1,090	284	338	283	185	53
4 years of high school, no diploma....	263	36	12	24	37	190	185	65	51	44	25	5
High school graduates, no college.....	5,481	249	19	231	719	4,513	4,440	1,674	1,536	849	380	74
Some college, no degree.....	3,444	98	3	96	624	2,722	2,685	1,079	983	486	138	36
Associate Degree.....	1,080	1	0	1	74	1,006	1,000	387	367	186	60	6
Occupational program.....	571	1	0	1	41	529	526	206	188	94	38	3
Academic program.....	509	0	-	0	33	476	473	181	179	92	22	3
College graduates.....	2,335	0	0	0	115	2,220	2,189	748	821	467	153	31
Bachelor's degree.....	1,700	0	0	0	108	1,592	1,581	630	584	282	85	11
Master's degree.....	489	-	-	-	7	483	470	88	177	153	51	13
Professional degree.....	81	-	-	-	0	81	80	22	34	19	5	1
Doctoral degree.....	64	-	-	-	0	64	58	8	27	13	11	6
Civilian labor force, Black, men												
Total.....	7,183	453	184	269	866	5,864	5,714	2,089	1,987	1,148	490	150
Less than a high school diploma.....	1,319	308	177	131	125	886	814	201	234	221	159	72
Less than 1 year of high school.....	230	17	15	3	7	206	162	13	37	54	59	44
1-3 years of high school.....	947	270	155	115	94	583	557	150	172	145	90	26
4 years of high school, no diploma....	141	20	7	13	24	97	95	39	25	21	10	2
High school graduates, no college.....	2,796	109	7	102	397	2,290	2,248	896	763	412	177	42
Some college, no degree.....	1,543	36	0	36	278	1,229	1,208	486	454	210	59	21
Associate Degree.....	441	0	0	0	26	415	413	152	153	85	23	2
Occupational program.....	236	0	0	0	14	221	220	77	84	43	16	1
Academic program.....	206	-	-	-	12	193	192	75	70	41	7	1
College graduates.....	1,084	0	0	-	40	1,044	1,031	354	383	221	73	13
Bachelor's degree.....	783	0	0	-	38	745	741	298	272	132	40	4
Master's degree.....	217	-	-	-	2	214	210	43	79	66	23	4
Professional degree.....	46	-	-	-	0	45	44	10	18	14	3	1
Doctoral degree.....	39	-	-	-	-	39	35	4	14	10	8	3

Table 10. Employment status of the civilian noninstitutional population by educational attainment, age, sex, race, and Hispanic origin, Annual Average 1995 (based on CPS)-Continued

Educational attainment	Total, 16 years and over	16 to 19 years			20 to 24 years	25 years and over						
		Total	16 to 17 years	18 to 19 years		Total	25 to 64 years					65 years and over
							Total	25-34	35-44	45-54	55-64	
Civilian labor force, Black, women												
Total.....	7,634	450	182	276	887	6,200	6,167	2,177	2,178	1,256	556	121
Less than a high school diploma.....	1,158	255	168	87	98	805	753	177	224	196	155	52
Less than 1 year of high school.....	164	7	6	1	4	152	130	17	32	36	46	22
1-3 years of high school.....	872	232	157	75	81	560	533	135	166	138	95	27
4 years of high school, no diploma....	121	16	5	11	13	93	90	26	27	23	14	3
High school graduates, no college.....	2,686	141	12	129	322	2,223	2,192	778	773	437	204	31
Some college, no degree.....	1,901	62	2	60	346	1,493	1,477	593	529	276	79	15
Associate Degree.....	639	0	-	0	47	591	587	235	213	101	38	4
Occupational program.....	335	0	-	0	27	308	306	129	104	51	22	2
Academic program.....	304	0	-	0	20	283	281	106	109	51	15	2
College graduates.....	1,250	0	-	0	75	1,176	1,157	393	438	246	80	18
Bachelor's degree.....	917	0	-	0	70	847	839	332	312	150	46	7
Master's degree.....	273	-	-	-	4	268	260	46	98	88	29	9
Professional degree.....	35	-	-	-	0	35	35	12	17	5	2	0
Doctoral degree.....	26	-	-	-	0	25	23	4	12	3	4	2
Civilian labor force, Hispanic origin, both sexes												
Total.....	12,267	850	291	559	1,818	9,599	9,447	3,943	3,113	1,671	720	152
Less than a high school diploma.....	4,756	537	274	263	645	3,574	3,489	1,373	1,101	672	343	85
Less than 1 year of high school.....	2,562	78	29	48	262	2,222	2,153	724	719	468	243	69
1-3 years of high school.....	1,872	407	233	174	321	1,145	1,132	545	324	176	87	13
4 years of high school, no diploma....	322	53	12	41	62	207	204	105	57	29	13	3
High school graduates, no college.....	3,596	207	16	191	572	2,817	2,790	1,249	912	454	175	27
Some college, no degree.....	2,064	101	1	100	445	1,519	1,504	659	518	239	87	15
Associate Degree.....	658	4	-	4	89	565	562	222	201	108	31	3
Occupational program.....	352	3	-	3	47	302	299	118	113	52	17	2
Academic program.....	305	0	-	0	42	263	262	104	88	56	14	1
College graduates.....	1,193	1	0	1	67	1,124	1,102	440	381	198	84	22
Bachelor's degree.....	852	1	0	1	63	788	780	345	248	131	55	8
Master's degree.....	218	-	-	-	4	213	205	68	78	38	21	8
Professional degree.....	75	-	-	-	0	75	71	21	27	19	5	3
Doctoral degree.....	49	-	-	-	1	48	46	5	28	10	3	2



Table 10. Employment status of the civilian noninstitutional population by educational attainment, age, sex, race, and Hispanic origin, Annual Average 1995 (based on CPS)-Continued

Educational attainment	Total, 16 years and over	16 to 19 years			20 to 24 years	25 years and over						
		Total	16 to 17 years	18 to 19 years		Total	25 to 64 years					65 years and over
							Total	25-34	35-44	45-54	55-64	
Civilian labor force, Hispanic origin, men												
Total.....	7,376	479	168	311	1,153	5,745	5,647	2,469	1,795	965	417	98
Less than a high school diploma.....	3,142	320	159	161	484	2,338	2,284	972	696	419	197	54
Less than 1 year of high school.....	1,747	55	20	35	210	1,481	1,436	527	465	302	140	45
1-3 years of high school.....	1,168	230	130	100	227	711	704	369	187	99	49	7
4 years of high school, no diploma...	227	34	8	26	47	146	144	75	44	17	8	2
High school graduates, no college.....	2,085	112	9	103	359	1,613	1,598	768	493	243	94	15
Some college, no degree.....	1,144	45	0	45	231	868	859	383	284	136	56	8
Associate Degree.....	338	1	-	1	47	290	288	114	109	51	14	2
Occupational program.....	186	1	-	1	26	159	158	61	61	26	9	2
Academic program.....	152	0	-	0	21	131	131	53	48	25	6	0
College graduates.....	668	1	0	1	31	636	618	232	214	116	55	18
Bachelor's degree.....	451	1	0	1	29	421	414	175	129	71	39	7
Master's degree.....	126	-	-	-	3	123	117	41	42	23	12	6
Professional degree.....	53	-	-	-	-	53	50	13	21	13	3	3
Doctoral degree.....	38	-	-	-	-	38	36	4	22	9	2	2
Civilian labor force, Hispanic origin, women												
Total.....	4,891	371	123	249	666	3,854	3,800	1,473	1,318	706	303	54
Less than a high school diploma.....	1,615	218	115	102	161	1,236	1,205	402	405	253	146	31
Less than 1 year of high school.....	815	22	9	13	52	741	717	196	254	165	102	24
1-3 years of high school.....	705	177	103	74	94	434	428	176	137	76	38	6
4 years of high school, no diploma...	95	19	4	15	16	61	60	29	13	12	6	0
High school graduates, no college.....	1,511	95	7	88	212	1,204	1,192	481	419	212	81	11
Some college, no degree.....	921	55	0	55	214	651	645	276	234	103	32	7
Associate Degree.....	320	3	-	3	42	274	273	107	92	57	17	1
Occupational program.....	167	3	-	3	21	142	142	57	52	25	8	1
Academic program.....	153	0	-	0	21	132	132	51	41	31	9	1
College graduates.....	524	0	-	0	36	488	485	207	168	82	28	4
Bachelor's degree.....	401	0	-	0	34	367	366	170	119	60	16	1
Master's degree.....	92	-	-	-	2	90	88	28	36	15	9	2
Professional degree.....	22	-	-	-	0	21	21	8	6	6	2	-
Doctoral degree.....	10	-	-	-	1	10	9	1	6	1	1	0